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Bi-1294  
Aug. '33

United States Department of Agriculture  
Bureau of Biological Survey



FEED COST OF PRODUCING YOUNG RABBITS TO WEANING AGE

By Chas. E. Kellogg, Biologist, Division of Fur Resources

Feed costs of producing young rabbits have been determined and tabulated by the Bureau of Biological Survey, United States Department of Agriculture, as a result of two experiments recently completed at its Rabbit Experiment Station, Fontana, Calif., under the direction of John W. Meyer. The experimental work covered a period of two years, and the rabbits used were New Zealands, both reds and whites, of good average breeding, not selected for exceptional producing ability. They were fed alfalfa hay and a concentrated mixture of 2 parts oats, 1 part bran, and 1 part barley, with a small amount of minerals. Some groups were given, in addition, cod-liver oil or yeast. The rabbits were fed all the hay they could readily consume, a quantity that constituted from 63 to 71 percent of the total ration. A small quantity of green feed was supplied in season.

The equivalent of 90.6 does produced in one year 1,540 rabbits that at approximately 60 days of age weighed 5,367 pounds. Partly grown litters at the beginning of the experiments and those not yet 60 days of age at the end brought the total to 5,730 pounds, or an average production for each doe of 63.2 pounds of live young within a year. The does were bred to produce 4 litters a year, but of course this number was not obtained in every case. It was found that it required 5.3 pounds of feed for doe and young to produce 1 pound of live young to 60 days of age. The accompanying table, based on this finding, shows the corresponding feed costs under the varying price conditions. After locating in column 1 of this table the line for the price paid for hay, the rabbit raiser will find his feed cost in the column that has the price (per cwt.) of his concentrates at the top.

If the average number of pounds of young rabbits produced by each doe in a year is increased, however, the feed requirements for a pound of young is lessened. Consequently, the cost is lowered, but not in direct proportion to the increased pounds of live weight, since of course the does themselves and the extra young rabbits eat some additional feed. More rapid gains of the same number of rabbits also require additional feed, but not in proportion to the increased rapidity of gain. The rabbit raiser should, therefore, endeavor in every way possible to increase the average number of pounds of live animals produced in a year by each doe.

Another method of lessening feed costs is to develop a ration that will produce more rabbit meat to every 100 pounds of feed; in other words, a ration that will require less than 5.3 pounds of feed to produce 1 pound of live young. This lessened feeding cost can also be figured from the accompanying table, for it will have the same relation to the cost shown in the table that the amount of feed required has to 5.3 pounds. A series of experiments are now in progress at the Rabbit Experiment Station to develop such rations.

It might also be suggested that the feed cost in one section can be lowered in comparison with that in another by varying the proportion of hay to concentrates, depending on the relative cost of each. For example, the rabbit experimental work conducted by the Biological Survey indicates that the most satisfactory ration is composed of about 60 percent alfalfa hay. In regions where the cost of this hay is relatively high, this proportion may be reduced to 50 percent or even to 40 percent, but to just what point the quantity of roughage in the ration can be reduced without appreciably lowering the thriftiness of the stock is not known. In many instances it will pay to sacrifice the quality of the ration in order to obtain a lower feed-production cost.

The rabbit raiser should keep in mind that the costs shown in the accompanying table are purely feed costs and should not make the mistake of figuring profits solely from this table. Other important costs include labor, interest, equipment, and depreciation, for which accurate figures have not been determined. This line of investigation is also receiving careful consideration at the Rabbit Experiment Station.

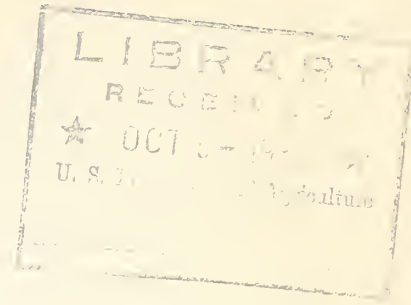
COSTS OF 5.3 POUNDS OF FEED, PRODUCING 1 POUND, LIVE WEIGHT, OF RABBIT AT 60 DAYS OF AGE,  
USING ALFALFA HAY (63 to 71 percent) AND CONCENTRATES

Price of alfalfa hay, per ton	Feed cost when concentrates, per cwt., cost--															
	\$0.75	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40
	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents	Cents
\$10.00-----	3.08	3.51	3.68	3.85	4.03	4.20	4.37	4.54	4.71	4.89	5.06	5.23	5.40	5.57	5.75	5.92
\$12.50-----	3.53	3.96	4.13	4.30	4.48	4.65	4.82	4.99	5.16	5.34	5.51	5.68	5.85	6.02	6.20	6.37
\$15.00-----	3.98	4.41	4.58	4.75	4.93	5.10	5.27	5.44	5.61	5.79	5.96	6.13	6.30	6.47	6.66	6.82
\$17.50-----	4.43	4.86	5.03	5.20	5.38	5.55	5.72	5.89	6.06	6.24	6.41	6.58	6.75	6.92	7.10	7.27
\$20.00-----	4.87	5.30	5.47	5.64	5.82	5.99	6.16	6.33	6.50	6.68	6.85	7.02	7.19	7.36	7.54	7.71
\$22.50-----	5.32	5.75	5.92	6.09	6.27	6.44	6.61	6.78	6.95	7.13	7.30	7.47	7.64	7.81	7.99	8.16
\$25.00-----	5.77	6.20	6.37	6.54	6.72	6.89	7.06	7.23	7.40	7.58	7.75	7.92	8.09	8.26	8.44	8.61
\$27.50-----	6.22	6.65	6.82	6.99	7.17	7.34	7.51	7.68	7.85	8.03	8.20	8.37	8.54	8.71	8.89	9.06
\$30.00-----	6.66	7.09	7.26	7.43	7.61	7.78	7.95	8.12	8.29	8.47	8.64	8.81	8.98	9.15	9.33	9.50
\$32.50-----	7.11	7.54	7.71	7.88	8.06	8.23	8.40	8.57	8.74	8.92	9.09	9.26	9.43	9.60	9.78	9.95
\$35.00-----	7.56	7.99	8.16	8.33	8.51	8.68	8.85	9.02	9.19	9.37	9.54	9.71	9.88	10.05	10.23	10.40
\$37.50-----	8.01	8.44	8.61	8.78	8.96	9.13	9.30	9.47	9.64	9.82	9.99	10.16	10.33	10.50	10.68	10.85
\$40.00-----	8.46	8.88	9.05	9.22	9.40	9.57	9.74	9.91	10.08	10.26	10.43	10.60	10.77	10.94	11.12	11.29
\$42.50-----	8.91	9.33	9.50	9.67	9.85	10.02	10.19	10.36	10.53	10.71	10.88	11.05	11.22	11.39	11.57	11.74
\$45.00-----	9.36	9.78	9.95	10.12	10.30	10.47	10.64	10.81	10.98	11.16	11.33	11.50	11.67	11.84	12.02	12.19





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O R D E R

DESIGNATING PUBLIC SHOOTING GROUNDS WITHIN THE  
BEAR RIVER MIGRATORY BIRD REFUGE

The provisions of Regulation 3 of the Regulations effective October 1, 1932, governing the administration of the Bear River Migratory Bird Refuge, Utah, having been complied with, I, R. G. Tugwell, Acting Secretary of Agriculture, do hereby set aside and designate until further notice as public shooting areas all of Unit No. 1 within the dikes south of contour line 4205, except fractional section 26, township 9 North, Range 4 West, which is reserved for administrative purposes; all of Unit No. 2, except fractional section 35, township 9 North, Range 4 West, lying west of the division dike forming the east boundary of Unit 2, which is reserved for administrative purposes; and that portion of the Refuge outside the dikes lying south of Unit No. 5, the west boundary of such area to be a continuation of a line drawn from the intersection of the division dike between Units 4 and 5 where said division dike joins the main outer dike, and extending south to the east and west exterior boundary of the said Refuge, for the public hunting of migratory waterfowl (except Ross's goose, wood duck, ruddy duck, bufflehead duck, and swans), coots, and Wilson's snipe or jacksnipe, in accordance with the provisions of said regulations. The order of September 28, 1932 is hereby rescinded, and this order shall be effective from and after October 1, 1933.

*R G Tugwell*

Acting Secretary.

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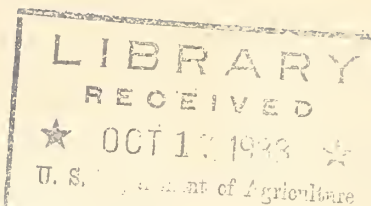
September 28, 1933





Bi- 1296  
NIRA No. 1

UNITED STATES DEPARTMENT OF AGRICULTURE  
Bureau of Biological Survey  
Washington, D. C.



October 9, 1933.

Instructions Relating to the Hiring of Labor and the Incurring  
of Other Obligations Chargeable to Funds Allotted to the  
Bureau Under the National Industrial Recovery Act

Note: These instructions are extremely important in connection with the proper conduct of activities under the National Industrial Recovery Act. They should be read and reread until the field leader is entirely familiar with their provisions.

The letters NIRA as used in this memorandum will be understood to mean the National Industrial Recovery Act; the expression "field leader" means any State leader of rodent control, any refuge protector, or any other supervisory employee in charge in the field of a NIRA project.

NIRA funds in the total sum of \$971,550 have been granted to this Bureau for improvement and development of bird and game refuges, construction of boats, etc., while NIRA funds in the amount of \$293,100 for the control of rodents on National Forests are being transferred from the Forest Service to the Bureau. Letters of allotment of these funds to field leaders concerned will be issued as promptly as possible. Each allotment as made will indicate specifically the purpose for which it is made and, when necessary, will contain or be accompanied by instructions as to the nature and extent of the obligations which may be incurred against it. All that need be said further concerning allotments in this memorandum is that NIRA funds granted this Bureau for expenditure have been given in specific amounts for specific numbered projects, and the utmost care must be exercised in expending such funds to assure that they are used exclusively for such projects in amounts not to exceed the total for each. In correspondence, reference to projects should be by both name and number.

This memorandum is written to acquaint all employees of the Bureau who will under their letters of authorization hire labor or incur expenses of any kind under allotments of NIRA funds with the general rules, especially as regards the employing of laborers, which will apply to the incurring of obligations against such funds. The rules as set forth herein will not be repeated in letters of allotment, but will be understood to apply to expenditures made under each such letter.

Careful study by all Bureau employees concerned must be given to the attached Circular F-1 of the Federal Emergency Administration of Public Works.

It may appear upon reading circular F-1 that it deals largely with contracts and contractors under NIRA, but the same principles which apply, as regards labor policy, securing of labor through employment services, etc.,

preferences in hiring labor, number of hours of work per week labor is to be employed, and minimum rates of pay for unskilled and skilled labor to NIRA work performed under contract apply also to NIRA work performed by labor hired directly by an agency of the Government. Note particularly, therefore, the following:

#### LABOR POLICY

The principal purpose to be served in expending NIRA funds is the employment of the unemployed so far as this is compatible with the efficient performance of the public work for which such funds have been allotted to the Bureau. NIRA funds must never be regarded as being charity funds or as being in the nature of a dole to labor, but, keeping in mind the performance of public work in a way creditable to the Bureau, as many of the qualified unemployed laborers in the community where a Bureau NIRA project is located should be hired as is consistent with the NIRA funds available and the efficient and expeditious accomplishment of the project for which such funds have been granted. Note there is no obligation to hire a laborer even though unemployed who is not qualified to do the work for which he is needed; also if a laborer is employed and proves inefficient or unwilling to render a fair day's work he should be discharged, but care should be exercised in these matters and good judgment used so that a man who is willing to work but lacks experience will be given a reasonable chance to learn, or possibly be assigned to some other job he is better fitted to do.

To the end that the NIRA funds allotted to this Bureau may be used to the maximum extent in the employment of labor it is proposed, wherever it is practicable and the nature of the project permits, to conduct operations by force account, that is, by the direct employment of labor by Bureau agencies. All rodent control work on the National Forests and all land Acquisition work will, of course, be accomplished by the direct employment of labor.

As a general proposition a laborer in the field engaged in regular Bureau work should not be transferred to work on a NIRA project (note Circular F-1 to the effect that the purpose of NIRA funds is not to give better jobs to those who already have good jobs). If, however, such employed laborer, through special experience or otherwise is better qualified to fill a particular NIRA job than any unemployed laborer who is available, or if no unemployed laborer qualified to fill the job can be obtained, he may be dropped from his regular employment, and hired on the NIRA project in which event the same working week and rate of pay will apply to him as applies to other laborers doing the same grade and kind of work on the NIRA project in question.

What has just been said is to be understood to apply only to so-called temporary laborers in the field, that is, to laborers not under appointment. A different rule, according to a recent decision of the Comptroller General, applies to per diem laborers under appointment temporarily assigned to NIRA projects, but as practically all of the field laborers of the Bureau are in temporary status and not under appointment, this rule is merely referred to here with instruction to refer to this office for further advice any case involving the proposed temporary assignment to a NIRA job of a regular per diem laborer under appointment.

Of course, in any event, a laborer, whether temporary or under appointment, heretofore employed on the regular work of the Bureau, who because of lack of work or lack of funds has been dropped or is on furlough, and is otherwise unemployed, may, if qualified therefor and otherwise entitled to selection (see below) be employed on a NIRA project.

#### HOW AND WHERE LABORERS HIRED ON NIRA ARE TO BE OBTAINED.

A list of State Reemployment Directors accompanies this memorandum. Each field leader to whom NIRA funds are allotted should immediately get in touch with the reemployment director of his State, advising him of the location by county, nearest city or town, etc., of the NIRA project or projects in the performance of which it will be necessary for the leader to hire labor; the State director, will, it is supposed, inform the leader of the address of the county or other local reemployment agency or agencies to whom such leaders should apply for lists of unemployed laborers (this office is not informed as to the exact procedure in these matters, but full instructions as to such procedure will doubtless be given the leader when he contacts his State reemployment director). Lists of unemployed organized laborers, both skilled and unskilled, should also be obtained from local unions, if any.

An unemployed laborer qualified to fill a job which is open may be selected, due regard being given to the rules of preference stated below, from either the list furnished by the reemployment agency or that furnished by a local union. No effort should be made to apply the principle of the closed shop (the hiring of only organized labor) to a NIRA project, and, of course, there must be no discrimination against organized labor. If it comes to a choice between a non-union and a union man for a particular job, selection should be made of the man whom the leader sincerely believes is the better qualified to fill it.

#### II. A. 1. Preferences in hiring laborers.

In hiring laborers they should be selected so far as feasible and consistent with the expeditious and efficient performance of the project involved, from the lists supplied by the reemployment agencies and local unions, preference being given qualified men in such hiring to, first, ex-service men with dependents; second, to citizens of the United States or aliens who have declared their intention to become citizens, who are bona-fide residents of the political subdivision (city, town, township, etc.), and/or county in which the work is to be performed; and, third, to citizens of the United States and aliens who have declared their intention to become citizens who are bona-fide residents of the State, Territory, or District in which the work is to be performed.

#### Only qualified laborers to be hired.

Note particularly as regards these preferences that they apply only where the required laborers are available and qualified to perform the work for which they are needed. This office understands that the lists of unemployment agencies will indicate the laborers who are ex-service men with dependents, but the office is not informed as to what such lists will show as to the qualifications of the unemployed listed thereon (it is presumed that lists of unemployed organized laborers obtained from local unions



will list only qualified workers in the trades, etc., involved). Nevertheless, whatever the lists of unemployed laborers furnished by either reemployment agencies or by local unions may show, or may be presumed to show, as to the qualifications of such laborers, field leaders should not get the impression that they are precluded from making their own investigations by personal interview or otherwise as to the qualifications of the candidates for hire. Just the opposite is true; if a field leader is authorized and directed to hire laborers for the performance of a NIRA project, the responsibility rests upon such leader to hire men fitted for the work they are to perform. In order, however, to comply with the evident intention of the National Industrial Recovery Act, such leaders must make the fullest use practicable of lists of unemployed furnished by reemployment agencies and local unions, and in selecting laborers from such lists preference must be given the qualified workers in the order stated above.

Leaders in charge of NIRA projects should keep in close touch with their State and local reemployment agencies, and difficulties in obtaining properly qualified laborers should be taken up with such agencies. Note, however, that a leader having complied to the best of his ability within the time available to obtain the required labor from lists of the unemployed furnished by reemployment agencies, and having failed to secure properly qualified labor, should not permit the performance of a NIRA project to suffer, but should, obtain the necessary labor independent of such lists, being guided in the selection of such labor so far as practicable with the rules of preference, etc., stated above.

In passing upon the qualifications of a laborer, especially an unskilled laborer, the leader must not set his standard too high considering the nature of the job to be filled, and such leader in filling any jobs either from lists or otherwise should avoid favoritism, but be governed solely by the qualifications of the candidates for such jobs.

#### Hiring laborers independent of lists.

Field leaders may hire laborers independent of reemployment lists if such laborers are unemployed, are known by the leaders, from previous employment or otherwise, to be specially qualified to perform the work for which hired, and such employment will result in the more expeditious and efficient accomplishment of the project. In such independent hiring, however, leaders should be governed as far as practicable by preferences stated above, and extreme care must be exercised to avoid even an appearance of partiality not based on the actual qualifications of the laborers so hired.

#### WORKING WEEK FOR LABORERS.

With two exceptions, laborers hired on NIRA projects must not be permitted to work more than 30 hours in any one week. Each leader concerned in hiring labor on a NIRA project must put this 30-hour week employment schedule into effect unless conditions of employment justify applying one of the two exceptions to the general rule. (See below).

### The 30 Hour Week.

Note as regards the 30 hour week, the limitation is on the number of hours per week a laborer may be permitted to work and there is no restriction as to the number of hours per day he may be required to work so long as the weekly maximum is not exceeded. The Comptroller General in a recent decision ruled in this connection: " \* \* \* as 30 hours per week is fixed by statute, that is, the National Industrial Recovery Act without limitation as to the number of hours on any one day, the 7 or 8 hour day fixed pursuant to other statute (Act of July 6, 1862, 12 Stat. 587) or administrative regulation, would not apply to work financed under the National Industrial Recovery Act \* \* \* ". Nevertheless, where the 30 hour week is in effect, it is believed that, except in case of emergency, it is in accordance with the spirit of the NIRA not to work laborers an excessive number of hours per day, and that as a general policy the 30 hour week should be made up of either 6 working days of 5 hours each or 5 working days of 6 hours each according to which better suits the program of work. Where more rapid progress in program is demanded than is possible working one shift of laborers under either of these schedules, if NIRA funds permit, and if practicable laborers may be divided into two shifts each working five hours per day for six days per week, or six hours per day for five days.

Note, particularly as regards the 30 hour week, that if working time is lost in any one week because of inclement weather or unavoidable delay, such lost time may be made up within the succeeding 20 days; that is, a laborer on the 30 hour week basis may be permitted within the succeeding 20 days to make up time so lost, even though in making up such time he may work more than 30 hours for one or more weeks. This rule refers to a continuing project and must not be interpreted to mean that a laborer, hired on a 30 hour week basis, working on a project that is completed or discontinued, so that the laborer is dropped, may, if rehired at a later date, make up the time lost between the date when he was dropped and the date when he is rehired, by working in excess of 30 hours per week. On the contrary, laborers and other NIRA employees should be promptly dropped when no longer needed or NIRA funds for their continued employment are exhausted, and all NIRA laborers hired should be given to understand that these terms apply to their employment.

If a laborer working on a 30 hour week basis is, under actual emergency, required to work more than 30 hours in any week, he should be paid for only 30 hours and allowed compensatory time off in the following week or weeks, full pay for 30 hours work being paid him, if otherwise due, for the weeks in which such compensatory time is allowed.

### Exceptions to 30 hour week.

The two exceptions to the 30 hour week are:

1. In localities where a sufficient amount of labor is unavailable in the immediate vicinity of the project, a maximum of 130 hours labor in any calendar month is authorized.

2. In localities so remote and inaccessible that camps for subsistence of employees must be established by the bureau, not to exceed 8 hours labor in any one day and 40 hours in any one week is authorized.

Note that the application of neither of these exceptions depends merely upon the choice of the employing agency, but entirely upon conditions.

#### Exception 1 - the 130 hour calendar month.

As to exception No. 1, the limitation is on the number of hours per calendar month a laborer may be permitted to work, and as long as the maximum of 130 hours per calendar month is not exceeded, there is no restriction on the number of hours per day, or the number of days per week labor may be required to work. The 130 hour month permitted, without restriction as to the length of the working day or week, is evidently intended to afford flexibility in arranging program of work to meet conditions due to an inadequate labor supply, and advantage should be taken of this exception to the 30 hour week when conditions warrant and efficiency or expedition in performing NIRA results therefrom. There is no objection to establishing, if practicable, the 130 hour month for one kind of labor of which there is an insufficient quantity in the immediate vicinity of the project, even though the 30 hour week applies to other kinds of labor engaged on the same project.

Though conditions justify establishing the 130 hour per month schedule on a NIRA project it is not obligatory that such schedule be established - it may be applied in a proper case if it will result in a more effective execution of the NIRA project. In this connection, however, the interest of the laborers employed should not be overlooked. If, for example, because of scarcity of labor in the immediate vicinity of a NIRA project, laborers are brought in from such distance that they cannot go daily between their homes and work, it would be in their interests to shorten the period they have to board away from home by permitting them to work as many hours per day for as many days in succession as practicable.

However, referring to decision of Comptroller General from which quotation is made above, while it may be true that the 8 hour law does not apply to laborers working on the 130 hours per calendar month basis, in the absence of emergency, such laborers should not be permitted to work more than 8 hours per day, 6 days per week.

Laborers working on the 130 hour per calendar month basis should be laid off when 130 hours work in any calendar month has been performed. They may of course be rehired in the succeeding month if NIRA funds are available and their services are needed.

#### Exception 2 - the 40 hour week.

Under exception No. 2, the limitation is on both the number of hours per day and the number of hours per week that laborers may be employed when the NIRA project upon which they are engaged is in a locality so remote and inaccessible that they have to be subsisted in camps by the Government. This exception requires little comment. So long as the 40 hour week and 8 hour day are not exceeded, working schedules may be arranged to suit the program of work, as 5 days of 8 hours each per week, or 2 days of 4 hours each and 4 days of 8 hours each per week, etc.



This exception is merely permissive, not obligatory; that is, even when it is necessary to subsist laborers in camp it is not required that the 40 hour working week be put into effect - such week may consist of any number of hours not less than 30 or more than 40. Since, however, the fair value of the subsistence furnished must, in a case of the kind under discussion, be deducted from the wages of the laborers subsisted for the number of days such laborers are so subsisted, regardless of the number of hours worked or whether any labor at all is performed on each such day, it will be to the financial advantage of the laborers if the 40 hour week be established, and in the interests of such advantage as well as the better morale of the men involved, such 40 hour week should be used when conditions justify it and the funds and program of work of an NIRA project permit. (As the determination of fair value of subsistence furnished men subsisted in Government camps and the making of deductions from pay rolls for such subsistence, see Bureau memorandum Bi-1230 of August 31, 1932, especially pages 4, 5, 6 and 11, the parts of the text referring to the 8-1/3% deduction from wages in effect during a part of the fiscal year 1933 being of course ignored.)

As the 30 hour week is to be used whenever feasible on NIRA projects, any field leader of the bureau who puts into effect either the 130 hour month or the 40 hour week must be in a position to defend his action by showing conditions justifying the schedule established.

Whatever schedule is used, program of work should be so arranged that, except in case of emergency, each laborer is allowed one day in every seven on which no work is required.

#### MINIMUM WAGE SCALES FOR SKILLED AND UNSKILLED LABORERS.

Note page 7 of Circular F-1 and that the country has been divided into three zones, the Southern, Central, and Northern, minimum hourly rates of pay for skilled and unskilled labor having been prescribed for each of these zones. It will be a simple matter for each field leader to whom NIRA funds are allotted to determine the zone in which the project involved is located, and the minimum rate of pay per hour that he must pay the skilled and unskilled labor hired by him. In no instance may rates per hour less than those indicated in Circular F-1 be paid skilled and unskilled laborers in the respective zones (for rates for semi-skilled labor see below). On the other hand no increase in such rates should be made except upon the direction or with the approval of the operating division involved.

The minimum wage scales in Circular F-1 apply only to skilled and unskilled laborers. The distinction between a skilled and an unskilled laborer is generally understood. A skilled laborer is one who through an apprenticeship or years of experience has become trained in the use of the tools or equipment and in performing, in accordance with working plans and without supervision as to details, the work of a particular trade, as a master or journeyman carpenter, plumber, stone or brick mason, etc. A common or unskilled laborer is one who, while perhaps familiar in the use of common tools, is without training and experience in a particular trade, or at least, one who is hired for a job the performance of which requires no special training or skill but merely a certain degree of physical strength and endurance and the ability to follow simple directions (note, a man may be a skilled laborer in a particular trade but may accept employment as a common laborer in another line and should of course be paid at the rate of pay applicable

to unskilled labor, but no attempt should be made to defeat the provisions of the National Industrial Recovery Act by hiring unskilled laborer to work at his trade and pay him, even though he is willing to accept such pay, at the unskilled labor rate).

The simple nature of most of the construction and repair projects for which NIRA funds have been allotted to the Bureau, which will be done by the direct hire of labor, will, it is believed, necessitate the employment of comparatively few skilled laborers. Such as are hired will, in most instances, under the supervision of the field leader or other supervisory employee direct the work in accordance with the plans provided by the Bureau, being assisted by semi-skilled and unskilled laborers, and performing themselves only the higher technical work of their trades.

#### Semi-skilled laborers.

In this connection, attention is called to numbered paragraph 4, page 8 of Circular F-1. Between the grades of skilled and unskilled laborers exists a third grade, that is, semi-skilled laborers. In this third grade are to be placed apprentices and assistants to skilled laborers, as well as other laborers, who through training or practical experience in a trade are qualified to perform satisfactorily the less complicated or technical kinds of work of such trade, as for example, a man with some experience and ability in carpentry, but not a master or journeyman carpenter.

There is no minimum wage scale provided by the Board of Public Works for semi-skilled laborers. As field leaders in charge of various NIRA projects will probably have occasion to hire more labor of the semi-skilled class than of the skilled class, the following rates are prescribed for such semi-skilled class:

For the Southern Zone	- - - - -	60 cents per hour			
" " Central	" - - - - -	65	"	"	"
" " Northern	" - - - - -	70	"	"	"

The above are to be regarded as minimum rates of pay applicable in the respective zones to semi-skilled laborers as herein defined, and any labor hired that may be properly classed as semi-skilled should be paid at such rates unless a higher rate is approved by the operating division concerned.

#### Semi-skilled Labor--Rodent Control and Acquisition Work.

While the foregoing instructions regarding semi-skilled laborers refer particularly to NIRA projects involving construction work, etc., on refuges, they apply with equal force to Acquisition and Rodent Control work for the performance of which NIRA funds are available. In these special lines the grading of laborers as semi-skilled will depend largely on the respective operating division's own standards. Such grading is not obligatory since the so-called skilled trades are not involved. For these special lines of work no laborers classed and paid as skilled will, it is understood, be hired, but all employees above the grade of common laborer or semi-skilled laborer, if grading is used, will be hired as foreman or in other supervisory capacity (see below).

### Grading of common labor.

Attention of operating divisions is called to the advisability of recognizing different degrees of experience, etc. in common or unskilled laborers by establishing a graduated scale for such laborers. Thus, in the Southern Zone the minimum rate of 40 cents per hour established by the Board of Public Works for unskilled labor may apply to inexperienced labor, while a rate of 45 cents may be made to apply to labor somewhat experienced in the work to be done, and so on (or merely one intermediate grade and rate between unskilled and semi-skilled labor may be made, thus, in the Southern Zone 40 cents per hour for inexperienced unskilled or common labor, 50 cents per hour for experienced unskilled labor, and 60 cents per hour for semi-skilled labor). This suggestion is based on the fact that the rate for labor of all kinds prescribed by the Board of Public Works are minimum rates which may be increased when the employing agency deems it advisable.

### Hire of Employees with Equipment.

Special attention is called to the fact that on NIRA projects, employees may be hired with equipment to be used in the work which they are to perform, as a laborer with one or more horses, or with a truck or passenger carrying car, etc. In a case of this kind the wages paid the employee should constitute a fair compensation for his work (not less than the minimum prescribed for such work) as well as for the use of the equipment. This matter is of first-rate importance, especially in Rodent Control and Acquisition work, as there is a prohibition against the purchase of equipment, such as automobiles, the life of which will outlast the NIRA project in connection with the performance of which the purchase is made. Such equipment must be rented whenever possible, and the furnishing of it in connection with employment, when practicable, presents a simple method of rental which, it is believed, will tend to conserve NIRA funds. Further instructions on this subject will be issued either by the respective operating divisions concerned or by this office.

### Pay of laborers not subject to 15% reduction.

Laborers hired on NIRA projects should be paid in full (except, of course, in the case of laborers hired on the 40 hour week basis when deduction from wages must be made for the fair value of subsistence furnished by the Government) for the number of hours worked at the rate of pay applicable; the wages of laborers on NIRA projects are not subject to the 15% deduction.

### Transportation of laborers.

A laborer hired on a NIRA project must, at his own expense, transport himself to his first place of work, or to the place where he is instructed to report for work. Transportation, however, to and from points of work on a project after a laborer has reported for duty (as for example, from a Government camp to the place of the day's assignment of work and return to the camp) will, if not within reasonable walking distance, be at the expense of the Government. Working time in a case of this kind will be regarded as the time of actual work, that is time consumed in transporta-



tion will not be included in working time, either in figuring the number of hours worked per week, or for the purposes of payment.

#### ADMINISTRATIVE AND SUPERVISORY POSITIONS ON NIRA PROJECTS.

The foregoing instructions relate exclusively to hire by field leaders of laborers, whether skilled, semi-skilled or unskilled. They do not apply to the hire under NIRA projects of employees classed as administrative and supervisory. Administrative (clerks, typists, stenographers, etc.) and supervisory (engineers, foremen, cooks in charge of subsistence facilities of a camp, etc.) employees hired in connection with NIRA projects will be paid at rates, either hourly, daily or monthly, as fixed by the Bureau, and the working day, week and month will, unless otherwise instructed by the operating division, be the same as in the case of employees doing a similar kind of work who are paid from regular Bureau appropriations. Such employees hired in the field will not be selected from reemployment lists, nor will it be necessary to secure them through Civil Service, although, especially in the case of administrative positions, it is desirable to obtain informally, if practicable, lists of eligibles who will accept temporary employment on NIRA projects from district civil service secretaries. However, no administrative employee should be hired on a NIRA project by a field leader without specific authorization of his operating division, such authorization to indicate the rate of compensation to be paid. Supervisory employees, such as foremen, will be hired by a field leader if necessary to carry out plans for the NIRA project involved, the rate of compensation to be paid such supervisory employees to be fixed, or approved upon recommendation of the leader, by the operating division.

The salary of an administrative or supervisory employee hired in the field in connection with a NIRA project is not subject to the 15% deduction.

Regular administrative and supervisory employees of the Bureau (that is, such employees under appointment) may be temporarily assigned to NIRA work in which event they will receive their regular salaries which will be subject to the 15% deduction. Such employees must not be so assigned, nor may the salaries of any regular employees be paid from NIRA funds unless and until authorized by the operating division.

#### PAYMENT OF WAGES, VOUCHER FORMS, ETC.

Administrative and supervisory employees and laborers of the different grades hired in the field on NIRA projects will be paid on regular pay rolls (Standard Forms 1074 d and e, short, or if necessary, the long form 1074 and 1074b) prepared in the field by the leaders in charge of the projects. All such employees will be paid once a month on pay rolls prepared as promptly at the end of the month involved as practicable, except that, (1) laborers working on the 130 hour per calendar month basis who complete the 130 hours of service before the end of the month involved should be paid upon such completion, and (2) where laborers are dropped because of completion or discontinuance of projects or for other

reasons before the end of a month, they should be paid when so dropped. Of course, these exceptions are to be reasonably applied--if in either case only a few days will elapse to the end of the month, payment may be deferred to the regular monthly pay roll, unless it will work a hardship on the employee to do so.

In preparing pay rolls on NIRA projects field leaders should carefully follow these instructions:

1. Mark each such pay roll conspicuously at the top thereof "N.I.R.A."
2. Never include in a NIRA pay roll items payable from regular Bureau appropriation.
3. Pay roll covering services of laborers must show by beginning and ending dates the period covered thereby and the working week (30 hour or otherwise) and, as regards each laborer, whether he is an unskilled, semi-skilled or skilled laborer, the rate of pay per hour and the number of hours worked; the compensation of administrative and supervisory employees, if any, will be shown in the usual manner.
4. Indicate on the memorandum copy of pay roll the NIRA project number (this will be given in letter of allotment) to which pay roll is chargeable). Project number must be given in every case.
5. If work on more than one NIRA project is in progress on a refuge, etc., at one time, one monthly pay roll must be stated to cover the pay of all employees hired under leader's letter of authorization and the total of the pay roll must be distributed to show under each project number the number of laborers, the number of man hours, and the amount of wages chargeable to such project; also, if there are any administrative or supervisory employees the number of such employees and the amount of their wages chargeable to each project shall be indicated. Should there be but one administrative employee (or one supervisory employee) for more than one project, his time and wages should be distributed to such projects as equitably as practicable, or in proportions as instructed by the operating division concerned.

The following is suggested as a form of distribution for pay rolls involving two or more NIRA projects, but each leader may devise his own as long as essential data are given:

Project No.	<u>Laborers</u>			<u>Adm. &amp; Supv. Employees</u>		
	Number	Man-hours	Wages	Number	Wages	Total
F.P. 4	10	1320	\$660	1	\$125	\$785
F.P. 6	5	660	330	1/2	100	430

6. Regular field employees paid on pay rolls prepared in Washington from Form 357, if assigned to NIRA work, will continue to be so paid, and should submit Form 357 as usual, except that if in any pay period part of the time is chargeable to regular appropriation and part to NIRA a separate 357 should be submitted for each. Leaders of field projects may not charge their salaries to NIRA projects unless specifically authorized by the operating division.

#### REPORTS FROM FIELD LEADERS REQUIRED.

As soon as work on any project is started the leader involved should telegraph this office giving the date of starting and stating the number of laborers of each grade hired with hourly rates of pay applicable and the working schedule in effect. In addition to the report just indicated operating divisions will require certain reports upon which to base weekly progress reports required by the Federal Emergency Administration of Public Works.

#### PURCHASE OF ARTICLES, SUPPLIES, ETC., FOR NIRA PROJECTS.

Articles, supplies and materials not costing in excess of \$50 may be purchased in the open market, that is, without soliciting bids. Exactly the same regulations apply to such purchases as to purchases chargeable to regular appropriations. In making NIRA purchases do not overlook the requirements of Bureau Memorandum Bi-1264 and 1264a relative to American production and Bureau Memorandum Bi-1293 relative to compliance with NRA code. NIRA purchases will be stated in the usual manner on 1034 vouchers, but the memorandum copy of each such voucher must clearly indicate the project by number (see letter of allotment for such number) to which it is chargeable; should a 1034 cover purchases chargeable to more than one NIRA project the memorandum copy of such voucher must clearly show by project number the amount chargeable to each project, and in the case of a 1034 voucher consisting of several items, chargeable to more than one project, on the memorandum copy of such voucher in the extreme left-hand column headed "Expenditure Symbol" the project number to which it is chargeable should be shown opposite each item. If the memorandum copy of 1034 voucher does not afford sufficient space for the required information regarding projects, a separate paper giving it should be firmly attached to such memorandum copy.

#### INVITATION FOR BIDS UNDER NIRA.

##### All Solicitations to be made from Washington.

Bids must be solicited in the case of purchases, chargeable to NIRA allotments, costing in excess of \$50, or the absence of competition must be justified by showing of exigency or that the inviting of bids was impracticable. The same rules apply in this matter to NIRA purchases as to purchases chargeable to regular Bureau appropriation (see paragraphs 21 and 22 Fiscal Regulations, U. S. Department of Agriculture, effective March 1, 1933).



The important thing to note in this connection is that all solicitations of bids and awards thereunder in the case of NIRA purchases must be made by the Division of Purchase, Sales and Traffic of the Department. So far as possible NIRA projects will be so planned by the respective operating divisions concerned that the solicitation of bids on most supplies, etc., required will be prepared in Washington without calling on field leaders for anything other than a list with addresses of the parties in the vicinity of the projects from whom bids are to be invited when the nature or quantity of the supplies, etc., to be purchased is such that only local competition is practicable. However, it will be impossible to foresee in Washington every need for supplies, etc., costing in excess of \$50 that will arise in the field in connection with the performance of NIRA projects, and in some instances it will be necessary for field leaders to initiate solicitations by informing, by telegraph if warranted, the respective operating divisions of the supplies, etc., needed, giving specifications therefor in as much detail as possible, and a list with addresses of the local parties to be solicited. Where unexpected need of a supply required for continuance of work on project arises and time does not permit the solicitation of bids, such quantity of the supply as may be necessary to uninterrupted work on the project may be purchased in the open market, pending the solicitation of bids in the manner above indicated. If the open market purchase in a case of this kind exceeds \$50, covering voucher must be supported by exigency statement justifying such open market purchase.

TRANSPORTATION REQUESTS, BILLS OF LADING, AND TELEGRAMS CHARGEABLE TO NIRA.

Transportation requests for use in NIRA travel are being issued as requested by operating divisions. In the meantime, should a field leader not supplied with such requests be required to perform travel in connection with a NIRA project, he should use such of the regular Bureau requests in his possession as may be necessary, crossing out on each request so used the regular Bureau appropriation and project designation (line headed "Appropriation" in lower left-hand corner of request form) and substituting therefor the designation "NIRA - Project F.P. \_\_\_\_\_." If project number in connection with which travel is to be performed is not known merely use the letters "NIRA."

For freight and express shipments under NIRA, regular Government bills of lading should be used, each such bill of lading to indicate that it is chargeable to NIRA - Project F.P. \_\_\_\_\_ (be sure to show project number to which chargeable, if known).

NIRA telegrams sent by field leaders to Washington will, of course, in accordance with the usual practice, be sent collect. NIRA telegrams sent by leaders in the field to field points, and NIRA telegrams received "charges collect" which are properly payable by such leaders, should be charged to the NIRA project to which they pertain.

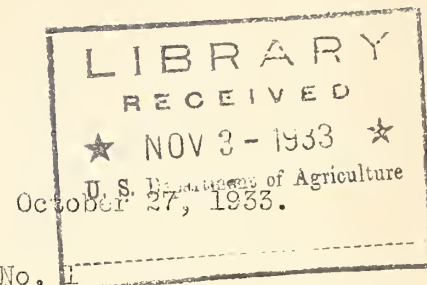
*W C Henderson*

Acting Chief.



527  
Bi-1296a  
NIRA No. 1

UNITED STATES DEPARTMENT OF AGRICULTURE  
Bureau of Biological Survey  
Washington, D. C.



Amendments to Bureau Memorandum Bi-1296 NIRA No. 1  
of October 9, 1933.

Instructions relating to the hiring of labor and the incurring of other obligations chargeable to funds allotted to the Bureau under the National Recovery Act (Bi-1296, NIRA No. 1) are amended in the following particulars:

On page 10 under "Administrative and Supervisory Positions on NIRA Projects" reference is made to the securing of authorization for the hiring of administrative and supervisory personnel from operating divisions and for the fixing of rates of compensation for such employees by operating divisions. Supplementing these instructions, all employment of administrative or supervisory personnel will be evidenced by the issuance of letters of appointment prepared by the operating divisions for signature of Acting Chief of Bureau. The following information should be furnished by project leaders recommending such appointments: Name and title of employee, rate of pay, date effective, project number from which payment of salary is to be made, and place of employment. If equipment is to be furnished as a part of employment (see page 9 of memorandum under "Hiring of employees with equipment"), the particular equipment to be furnished should be stated and if it is of a character to require expenditures in its operation it should also be stated whether or not the maintenance and operation costs are to be borne by the employee furnishing the equipment.

The second paragraph on page 10 states that the salary of an administrative or supervisory employee hired in the field in connection with a NIRA project is not subject to the 15% deduction. This statement was true when it was written, and so far as any order to the contrary emanating from the Secretary of Agriculture or higher source is concerned, is still true. However, in view of a movement that is now on foot, it is probable that sooner or later the 15% reduction, or other reduction that may subsequently be fixed by the President in accordance with the provisions of the Act to maintain the credit of the United States will be made to apply to all administrative and supervisory employees under the various emergency agencies recently created including NIRA. In order, therefore, to avoid the necessity of future adjustments in salaries of field administrative and supervisory employees hired on NIRA projects, such salaries should be based as far as practicable on classified salary rates applicable to the kind and grade of work involved, or if there be no such classified rates, then on salary rates paid regular Bureau employees doing the same kind and grade of work, and each appointment as above required will indicate that the salary as therein stated is subject to the present 15% reduction.

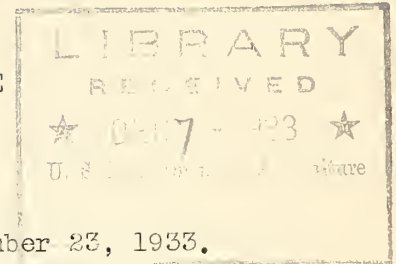
The rule that the 15% or other salary reduction that may hereafter be prescribed does not apply to laborers (including skilled and semi-skilled) hired on NIRA projects remains as stated in Bureau Memorandum Bi-1296.

W. C. Henderson

Acting Chief.

Bi-1296b  
NIRA No. 1

UNITED STATES DEPARTMENT OF AGRICULTURE  
Bureau of Biological Survey  
Washington, D. C.



November 23, 1933.

Amendment to Bureau Memorandum Bi-1296 NIRA No. 1  
of October 9, 1933.

Instructions relating to the submission of pay rolls and payment of salary and wages appearing on Page 10 of the above memorandum are amended in the following particulars:

Pay rolls, beginning with those for the month of December, 1933, prepared in the field, covering the services of administrative and supervisory employees and laborers hired on NIRA projects, must be submitted to the Washington office by field leaders semi-monthly. All such pay rolls should be stated for the period from the first to the fifteenth, and the sixteenth to the last day of each month, which will result in semi-monthly payments of such NIRA salaries and wages.

Each employee who has been hired to take charge in the field of a NIRA project, and who is paid on pay roll prepared in Washington, should be furnished by his operating division with a supply of Form Bi-357 and instructed to submit such form semi-monthly in accordance with instructions contained in Bureau Memorandum Bi-1288 which will result in payment of such employee's salary semi-monthly.

*W. C. Henderson*

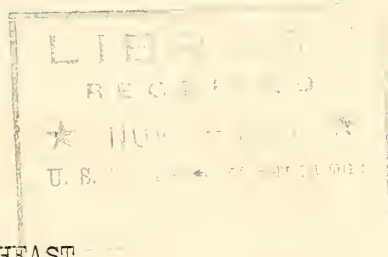
Acting Chief.





1.9  
B-527  
Bi-1297  
Oct. '33

United States Department of Agriculture  
Bureau of Biological Survey  
Washington, D.C.



WINTER FOOD OF THE RUFFED GROUSE IN THE NORTHEAST

Available information on winter food habits of the ruffed grouse is here furnished for use by the growing number of persons who are interested in encouraging the increase of these birds by improving the environment for them.

The eight kinds of food consumed in greatest bulk in winter in the general northeastern range of the species are listed in the following tabulation, which shows the average consumption of the various items by months, as well as for the whole winter:

Period	December	January	February	March	Winter
Number of stomach contents analyzed:	50	13	27	21	111
Kind of food:	Percent	Percent	Percent	Percent	Percent
Apple buds, fruiting spurs, and fruit.	2.3	4.3	23.8	27.2	14.4
Cherry buds and twigs .....	1.8	3.8	13.8	19.8	9.8
Poplar and aspen buds and twigs ...	6.4	9.4	11.4	8.1	8.8
Birch buds, twigs, and catkins ....	5.3	3.5	6.4	7.0	5.6
Acorns .....	16.1	--	1.4	2.5	5.0
Sumac fruit .....	3.2	4.1	1.9	5.9	3.8
Blueberry buds and twigs .....	1.2	8.2	0.7	0.8	2.7
Rose fruit .....	2.0	0.5	3.4	0.2	1.5

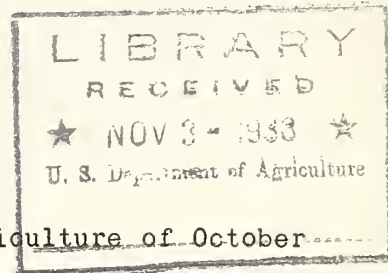
According to present knowledge, the foods listed in the tabulation compose slightly more than half (51.6 percent) of the winter food of the ruffed grouse. Apple is definitely in the lead as a winter food producer, and damage is sometimes done locally by overbudding. Three groups of plants--apple, poplar (including aspen), and cherry (entirely wild species, so far as available data indicate)--make up more than a third of the winter diet.

Besides the food items mentioned in the tabulation, the fruits of green-brier, grape, bittersweet, waxmyrtle, Canada mayflower (*Unifolium*), winterberry, viburnum, and skunkcabbage; the buds of laurel, willow, maple, and hornbeam; and the leaves of blackberry, all have some importance (1 percent or more) in the winter diet of the ruffed grouse. Of items composing less than 1 percent each of the winter food, the following were taken most frequently: Fruits of hawthorn and partridgeberry; seeds of witch-hazel; twigs and buds of hazelnut and chokeberry; and leaves of strawberry, lambkill, sheepsorrel, goldenrod, wintergreen, and ferns.

The importance of mast as a winter food of the ruffed grouse is not thoroughly understood. The tabulation here presented gives evidence of the value of acorns. Surprisingly, beechnuts are not represented at all in the winter stomachs available for examination. The tree is common but does not produce seed every year. Chestnut, once abundant, is reported by some observers to have been an important ruffed-grouse food producer. Perhaps blight-resistant Asiatic species can be used to restore chestnuts to the grouse larder. Hazelnuts, the produce of a common native shrub, it would seem, can readily be increased in quantity.

The information given here will serve as a basis for efforts to preserve and increase valuable winter foods of the ruffed grouse. It should not be forgotten, however, that various cultivated shrubs and trees (more easily obtainable from dealers, perhaps) can be used. This is particularly true of fruit-bearing species, since the ruffed grouse seems to be attracted by a great variety of these. Information on the bearing season of many native and introduced plants and lists of species holding fruit until March in the vicinity of Boston, Mass., are contained in Farmers' Bulletin 621, How to Attract Birds in Northeastern United States, which may be obtained from the Superintendent of Documents, Washington, D.C., for 5 cents a copy (stamps not accepted).

Much can be done for the ruffed grouse also in the course of lumbering or thinning operations merely by sparing important food species. In planting, or in any case so far as that is concerned, it should be borne in mind that exposure to sunlight is a necessity for good food crops. Cover rapidly tends to become too dense for the best interests of grouse, and opening it up is one of the constant requirements of good management.



PERMIT TO SHOOT OR TRAP SAPSUCKERS

In accordance with the order of the Secretary of Agriculture of October 6, 1933, permission is hereby granted to \_\_\_\_\_, of \_\_\_\_\_, State of \_\_\_\_\_, (Post office address) to kill sapsuckers (only members of the genus Sphyrapicus), under the conditions and restrictions herein imposed, on his property located at \_\_\_\_\_, County of \_\_\_\_\_, State of \_\_\_\_\_, during the period \_\_\_\_\_, 1933, to December 31, 1933, when necessary to prevent the destruction of ornamental or fruit trees.

The birds herein authorized to be killed shall not be so taken except on the property above described, and then only when they are committing or are about to commit serious injury to valuable trees, and it is necessary for the protection of such trees to kill the birds; and every bird killed pursuant to the permission contained in this permit, and every part thereof, shall be totally destroyed as promptly as possible on the premises where taken, and shall not be sold or offered for sale, or be shipped, transported, or carried in any manner beyond such premises. Provided, That such birds or parts thereof may be shipped or transported as a gift, but not for sale, to public, scientific, or educational institutions, and all packages containing such birds or parts thereof so shipped or transported shall be plainly and clearly marked so as to show the name and address of the shipper and the numbers and kinds of birds contained therein.

Said permittee, shall, within ten days after the expiration of this permit transmit to the Chief, Bureau of Biological Survey, U. S. Department of Agriculture, Washington, D. C., a written report correctly setting forth the numbers and kinds of birds killed by him hereunder, and at the same time, shall furnish the chief game official of his State or Territory a copy of said report.

This permit shall not be valid unless countersigned by the chief official in charge of the enforcement of the game laws of the State in which it is operative, or his duly authorized representative, and shall be revocable in the discretion of the Chief of the Bureau of Biological Survey, or of the official countersigning it.

*R. G. Tugwell*  
Acting Secretary of Agriculture.

COUNTERSIGNED BY: \_\_\_\_\_ Date \_\_\_\_\_, 1933.

\_\_\_\_\_  
(Issuing official)

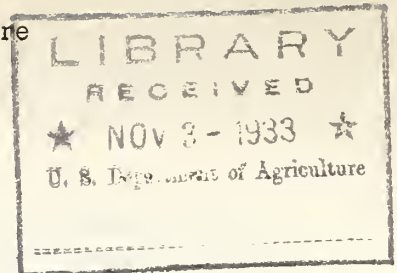
\_\_\_\_\_  
(Title of issuing official)





Bi-1299  
Oct. 1933

United States Department of Agriculture  
Washington, D. C.



ORDER

PERMITTING THE KILLING OR TRAPPING OF SAPSUCKERS  
IN CERTAIN INSTANCES

Information having been furnished the Secretary of Agriculture that the two species of brush-tongued woodpeckers known as sapsuckers (Sphyrapicus varius and Sphyrapicus thyroideus, and their subspecies) become, under extraordinary conditions, seriously injurious to and destructive of ornamental and fruit trees and an investigation having been made to determine the nature and extent of the injury, and whether the birds should be killed, and, if so, during what times and by what means, and it having been determined by the Secretary of Agriculture that they have become seriously injurious to and destructive of such trees and that such birds should be destroyed under the conditions and restrictions hereinafter prescribed:

Now, therefore, I, R. G. Tugwell, Acting Secretary of Agriculture, pursuant to authority in me vested by the Migratory Bird Treaty Act of July 3, 1918, and in accordance with Regulation 10 of the Migratory Bird Treaty Act Regulations approved and proclaimed July 31, 1918, do hereby order that any person, for the purpose of protecting ornamental or fruit trees, when authorized by a permit issued by the Secretary of Agriculture and countersigned as hereinafter provided, and under the following conditions and restrictions, may at any time kill the two species of brush-tongued woodpeckers known as sapsuckers (Sphyrapicus varius and Sphyrapicus thyroideus, and their subspecies) found in the act of injuring or about to injure such trees on his own premises.

Permits issued pursuant to this order shall not be valid unless countersigned by the chief official in charge of the enforcement of the game laws of the State or Territory in which it is operative, or by his duly authorized representative, and shall be revocable in the discretion of the Chief of the Bureau of Biological Survey, or of the official countersigning it.

Every bird killed under authority of a permit issued in accordance with the provisions of this order, and every part of such bird, including the plumage and feathers, shall be totally destroyed as promptly as possible, and shall not be possessed, transported, or shipped in any manner beyond the premises where taken. Provided, however, that such birds or parts thereof may be shipped or transported as a gift but not for sale to public museums and public scientific and educational institutions, and all packages containing such birds or parts thereof so shipped or transported shall be plainly and clearly marked so as to show the name and address of the shipper and the numbers and kinds of birds contained therein.

(Over)

Each person to whom a permit is issued pursuant to this order shall, within ten days after the expiration of his permit, make a written report to the Chief, Bureau of Biological Survey, U. S. Department of Agriculture, Washington, D. C., correctly setting forth the species of birds, and the number of each, killed thereunder by him, and at the same time shall furnish the chief game official of his State or Territory with a copy of said report.

*R. G. Ungwell*

Acting Secretary of Agriculture.

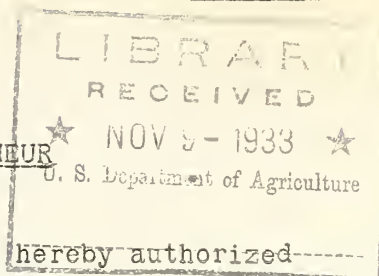
ISSUED:      October 6, 1933.



United States Department of Agriculture  
Bureau of Biological Survey  
Washington, D. C.

No. \_\_\_\_\_

PERMIT TO TRAP PREDATORY ANIMALS ON LAKE MALHEUR  
BIRD RESERVATION, OREGON



\_\_\_\_\_, of \_\_\_\_\_, Oregon, is hereby authorized-----  
to trap coyotes, skunks, bobcats, and weasels on Lake Malheur Bird Reservation, Oregon, in accordance with the laws of the State of Oregon relating to trapping, subject to the following conditions:

1. The permittee shall comply with the Federal law and regulations governing the reservation.

2. The taking of muskrats on the Lake Malheur Bird Reservation is prohibited, and no traps shall be set on or within 100 feet of any muskrat house, or within 100 feet of the edge of the water of Lake Malheur.

3. No shotgun shall be used or carried on the reservation.

4. No game animal or game bird, or any protected bird or animal, or any part thereof, except the carcass or portion thereof of fur animals legally taken, shall be used as trap bait. Any trap that the protector in charge deems to be set in such manner or locality as to endanger any bird or animal on the reservation through capture or injury, other than those that are specifically authorized to be taken, shall be immediately removed or reset by the permittee as directed by the protector in charge.

5. The permittee shall at the end of each month submit in writing to the protector in charge of the reservation a list of the kinds and numbers of animals trapped on the reservation during the month.

6. This permit shall not authorize trapping as herein specified after April 30, 1933, and it may be revoked at any time by the protector in charge, or by the Chief of the Bureau of Biological Survey, for failure to comply with any of its provisions.

7. Violation by the permittee of either the State or Federal laws relating to hunting or trapping on the reservation shall render this permit null and void and the permittee liable to such action under the laws violated as though no permit had been held by him.

This permit is not valid unless countersigned by the United States Reservation Protector in Charge.

*W. C. Henderson*  
Acting Chief.

COUNTERSIGNED:

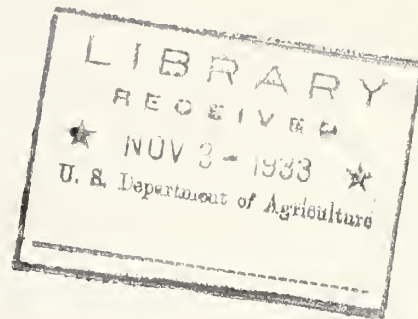
\_\_\_\_\_  
Reservation Protector in Charge.



Bi-1301  
Oct. '33

Bureau of Biological Survey

PUBLIC WORKS PROGRAM  
DIVISION OF GAME AND BIRD CONSERVATION



FEDERAL PROJECT NUMBER:

STATE:

LOCATION:

IN CHARGE:

ALLOTMENT:

OBJECT:

PLANS AND SPECIFICATIONS COMPLETED AND APPROVED:

BLUEPRINTS REQUIRED:

DETAILED SPECIFICATIONS FOR MATERIALS PREPARED AND LEFT DIVISION:

BIDS SOLICITED:

BIDS ACCEPTED:

FIELD LEADER INSTRUCTED START WORK:

LABORERS STARTED WORK IN FIELD--DATE AND TYPE OF WORK:

NUMBER SUPERVISORS EMPLOYED ABOVE DATE:

NUMBER LABORERS EMPLOYED ABOVE DATE:

PROJECT COMPLETED:

COST - IN WASHINGTON:... \$

COST - IN FIELD:.....

TOTAL COST:.....

